

Highline Public Schools

15675 Ambaum Boulevard Southwest, Burien, Washington 98166

Administrative Salary Schedule 2

EFFECTIVE: July 1, 2019. Subject to revision October 2019 per Part XVI of the CBA.

Base Annual Salary

260 Days @ 8 hours per Day

Title/Category		First Step	Second Step	Third Step
		1-2 Years in Category	3-4 Years in Category	5+ Years in Category
(I)	Elementary School Assistant Principal	\$126,037	\$128,664	\$131,289
(II)	Middle School Assistant Principal	\$134,803	\$137,612	\$140,420
(III)	High School Assistant Principal	\$141,462	\$144,410	\$147,356
(III-B)	High School Assistant Principal (Small School)	\$132,620	\$135,383	\$138,146
(IV)	Elementary School Principal	\$144,506	\$147,516	\$150,528
(V)	Middle School Principal	\$149,359	\$152,470	\$155,582
(VI)	High School Principal (Comprehensive)	\$160,136	\$163,471	\$166,808
	High School Principal (Small School):			
(VI-A)	Category A (see note 4 below)	\$147,755	\$150,834	\$153,912
(VI-B)	Category B (see note 5 below)	\$125,421	\$128,033	\$130,647

- Salary Placement: The individual will be placed on the specific salary range and step appropriate for the position. Step increases will be provided according to the approved schedule unless otherwise determined. Upon hire, credit for previous work history will be evaluated for relevance and job related work experience. Appropriate placement on the Administrative Salary Schedule shall be made by the Executive Director of Human Resources or designee.
- Until December 31, 2019, the district shall provide term life insurance in \$50,000 increments for each building administrator in the amount not less than the building administrator's salary. Beginning January 1, 2020, the District shall provide to eligible employees all life, dental, health and disability insurance programs available under the rules and regulations of the Washington School Employee Benefit Board.
- Doctoral Stipend: \$3,600.00 for Doctoral Degree. Qualification of such stipend is determined by Human Resources. Stipend will be prorated based on annualized FTE.
- High School Principal (Small School-Category A) small schools located on a high school campus or autonomous small schools serving more than 150 students.
- High School Principal (Small School-Category B) autonomous small school serving less than 150 students.
- First Step (years 1 & 2) is 96% of Third Step; Second Step (years 3 & 4) is 98% of Third Step.

APPROVED BY THE BOARD OF DIRECTORS: June 26, 2019